



NORTH CAROLINA

Department of Transportation



AGC of North Carolina

Office of Civil Rights

Diversity Programs Overview & Updates

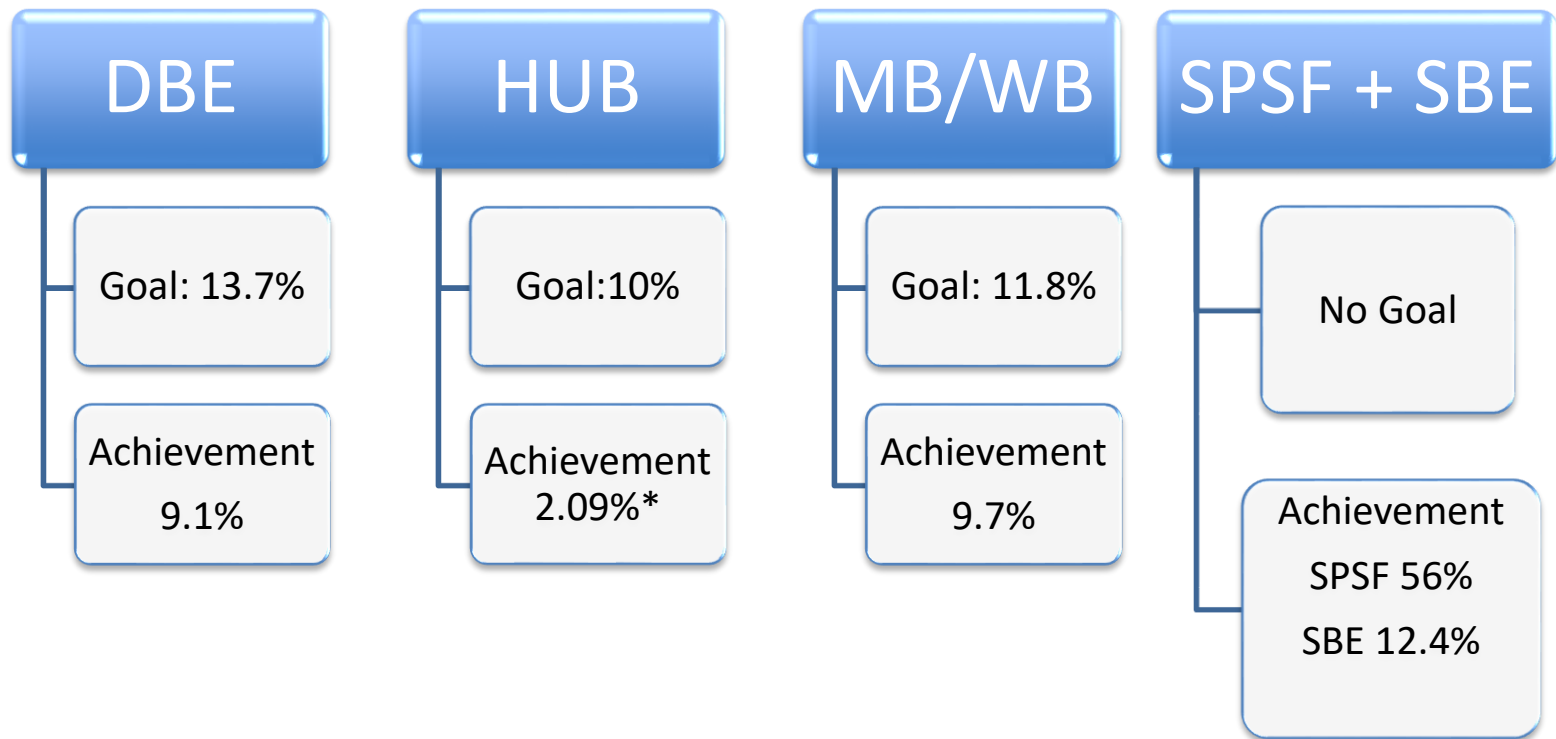
Michael Gerald

March 13, 2018

NCDOT Diversity Participation Program Overview

- Federal Program: 49 CFR Part 26 for DBE
- State General Statute 136-28.4 for MBE/WBE
- State General Statute 136-28.10 for SBE
- State General Statute 143-128.4 for HUB
- Executive Order 25

NCDOT Program Goals



Historically Underutilized Businesses (HUB)

- Certified through the Department of Administration (DOA)
- G.S. 143-128.4
- Owned by at least 51% of the stock owned by members of subsection (b).
- Permanent or lawful citizens
- Certification does not evaluate economical factors such as owners PNW or SBA Size Standards
- Includes Disabled and Disadvantaged 15 USC § 637

Minority and Women Business Enterprises (MBE and WBE)

- NCDOT's which mirrors the Federal criteria Only one application
- Firm is categorized as MBE or WBE
- Note that race trumps gender
 - Example: Asian Woman-Owned firm would be categorized as minority (MBE). GS 136-28.4 lists "Women" as nonminority person born of the female sex.
- NCDOT's MBE/WBE certification: the firm must be Socially AND Economically Disadvantaged.
- ❖ HUB Certification is based on SBA size standards and does not require a cap on Personal Net Worth

Disadvantaged Business Enterprise (DBE)

- 49 CFR Part 26, Q & A Revised May 19, 2017
- Based on ownership, control, personal wealth, etc.
- Presumed to be economically and socially disadvantaged in the federal DBE program are:
 - ❖ Black Americans
 - ❖ Hispanic Americans
 - ❖ Native Americans
 - ❖ Asian-Pacific Americans
 - ❖ Subcontinent Asian Americans
 - ❖ Women
 - ❖ Other Disadvantaged (case by case basis)

Small Professional Services Firm or Small Business Enterprise

- Certification Standards are based on SBA size standards
- SPSF Program is:
 - Race, Ethnicity and gender neutral
 - Designed to increase the availability of consulting opportunities for small businesses on federal and state funded contracts.
 - Must be prequalified as a private consulting firm

Challenges:

Firms must be both prequalified and certified at the time Letters of Interest are submitted

Small Business Contracts (SBE)

- Projects up to \$500,000 and ONLY SBE contractors can bid
- For ALL modes of transportation
- Per the G.S., bonding and General Contractor License requirements may be waived
- Must be certified annually through NCDOT to be a SBE (annual gross income up to \$1.5 million, excluding materials) to bid (no prequalification needed)
- Advertisements labeled as SBE contracts (Division contracts) at all modes of transportation (at their discretion)

Division Let Project (Example)

The screenshot shows a web browser window displaying the 'Letting Details' page for a project on the NCDOT Connect website. The browser's address bar shows the URL: https://connect.ncdot.gov/letting/Pages/Letting-Details.aspx?let_type=5&let_date=20131030. The page title is 'Letting Details | Connect NCDOT'.

The main content area is divided into two columns. The left column lists project details and associated documents, while the right column contains links and resources.

DBE File

- [DBE_NC.bin](#)
Doc. Type: DBE File

DE00076

POC Replacement of Bridge 420 over Little Black Creek on SR 2756 (Walter Myatt Rd)

- [DE00076.EBS](#)
Doc. Type: EBS File
- [DE00076_Advertisement.pdf](#)
Doc. Type: Invitation to Bid
- [DE00076_FinalPlans.pdf](#)
Doc. Type: Plans
- [DE00076_Permit_Package.pdf](#)
Doc. Type: Permit
- [DE00076_Proposal.pdf](#)
Doc. Type: Proposals

LANDSCAPE PLANTINGS ALONG US 1 FROM I-40 TO SHEARON HARRIS RD

SBE Landscape Plantings along US 1 from I-40 to Shearon Harris Rd

- [SBE US 1 Advertisement.pdf](#)
Doc. Type: Invitation to Bid
- [SBE US 1 Landscape Planting Proposal.pdf](#)
Doc. Type: Proposals
- [US 1 Landscape Plans.pdf](#)
Doc. Type: Plans

DE00076_Advertisement.pdf
Invitation to Bid

Contact Form
For questions & feedback about this area of Connect NCDOT, contact *Division 5*.

Employee Directory
Staff contacts for *Division 5*.

Links & Resources

- [12 Month Tentative Letting List](#)
- [Expedite Information](#)
Instructions and software download for Expedite (electronic bidding).
- [Division 5 Letting Resources](#)
General downloads & additional information.

Additional information is needed to connect STAFF.
Click to provide additional information.

10:30 AM
10/30/2013

Transportation Directory

Searchable vendor directory based on prequalification and/or certification.

Challenges:

- Updating contact information on vendors
- Does not provide vendors capacity
- Certification processing is generally a 30 + day workflow from receipt to approval

<https://partner.ncdot.gov/VendorDirectory/default.html>

Transportation Directory

<https://partner.ncdot.gov/VendorDirectory/default.html>

The screenshot shows a web browser window displaying the NCDOT Vendor Directory detail page. The browser's address bar shows the URL: <https://partner.ncdot.gov/VendorDirectory/detail.html?s=fn&f=0000070776>. The page title is "Directory of Firms | Connect NCDOT".

The main content area displays the following information:

Phone:	919-280-1110
Fax:	866-353-1789
Email:	BETSYCLARK@DIAMONDWATERCONSTRUCTION.COM
Reporting Number:	70776
Type of Firm: (for DBE only)	Goods and Services
Certifications:	DBE, MBE, SBE, HUB
Prequalification Status:	Subcontractor
Construction Work Codes: (for Prequalified Contractors only)	000200 - CLEARING AND GRUBBING 000825 - INCIDENTAL CONCRETE CONSTRUCTION 000830 - BRICK MASONRY CONSTRUCTION 000846 - CURB AND GUTTER/SHOULDER BERM GUTTER 001510 - WATER/SEWER LINE INSTALLATION 001605 - TEMPORARY SILT FENCE 001660 - SEEDING AND MULCHING 001670 - LANDSCAPE PLANTING 003015 - RETAINING WALLS (MSE) 004140 - REST AREA, ETC. - PAINTING 006000 - DISASTER DEBRIS REMOVAL
SBE Work Codes:	000050 - HAULING (EXCEPT ASPHALT) 000099 - OTHER 000200 - CLEARING AND GRUBBING 000825 - INCIDENTAL CONCRETE CONSTRUCTION 000830 - BRICK MASONRY CONSTRUCTION 000866 - FENCE INSTALLATION 001510 - WATERLINE INSTALLATION 001520 - SANITARY SEWER INSTALLATION 001605 - TEMPORARY SILT FENCE 001660 - SEEDING AND MULCHING 001670 - LANDSCAPE PLANTING 016607 - MOWING

On the right side of the page, there are several links and a contact form:

- [NCDOT Disciplines](#)
- [NAICS Code](#)
- [Help](#)
- Download Vendor Listings**
 - [DBE Directory](#)
 - [SBE Directory](#)
 - [Prequalified Bidders & Subcontractors](#)
 - [Prequalified Consultants](#)
- Contact Form**
For questions & feedback about this area of Connect NCDOT, contact Contractual Services.

The Windows taskbar at the bottom shows the time as 10:40 AM on 10/30/2013.

Improving the Diversity Participation Program

- ❑ Pursue key areas of contracting opportunities where statutes and regulations allow the department to set aspirational goals and expand goals.
- ❑ Identify firms that can participate in NCDOT contracting within SPSF and become certified.
- ❑ Implement and improve data/participation capture rate beyond Tier I contractors/subcontractors
- ❑ Significantly increase marketplace capacity
- ❑ Encourage certified firms to become prequalified

Holistic Approach to Diversity Participation Program

- ❑ Work group supporting & encouraging NCDOT Diversity Participation Program
- ❑ Complete Disparity Study
- ❑ **AGC Collaboration**
 - Identify subcontractors that are presumed to meet our certification requirements and refer to OCR Certifications
 - Identify subcontractors needing supportive services and refer to BOWD
 - Identify emerging firms that can diversify or need BDP by Business Development Consultants
 - Identify subcontractors who can benefit from OJT/work Force Development

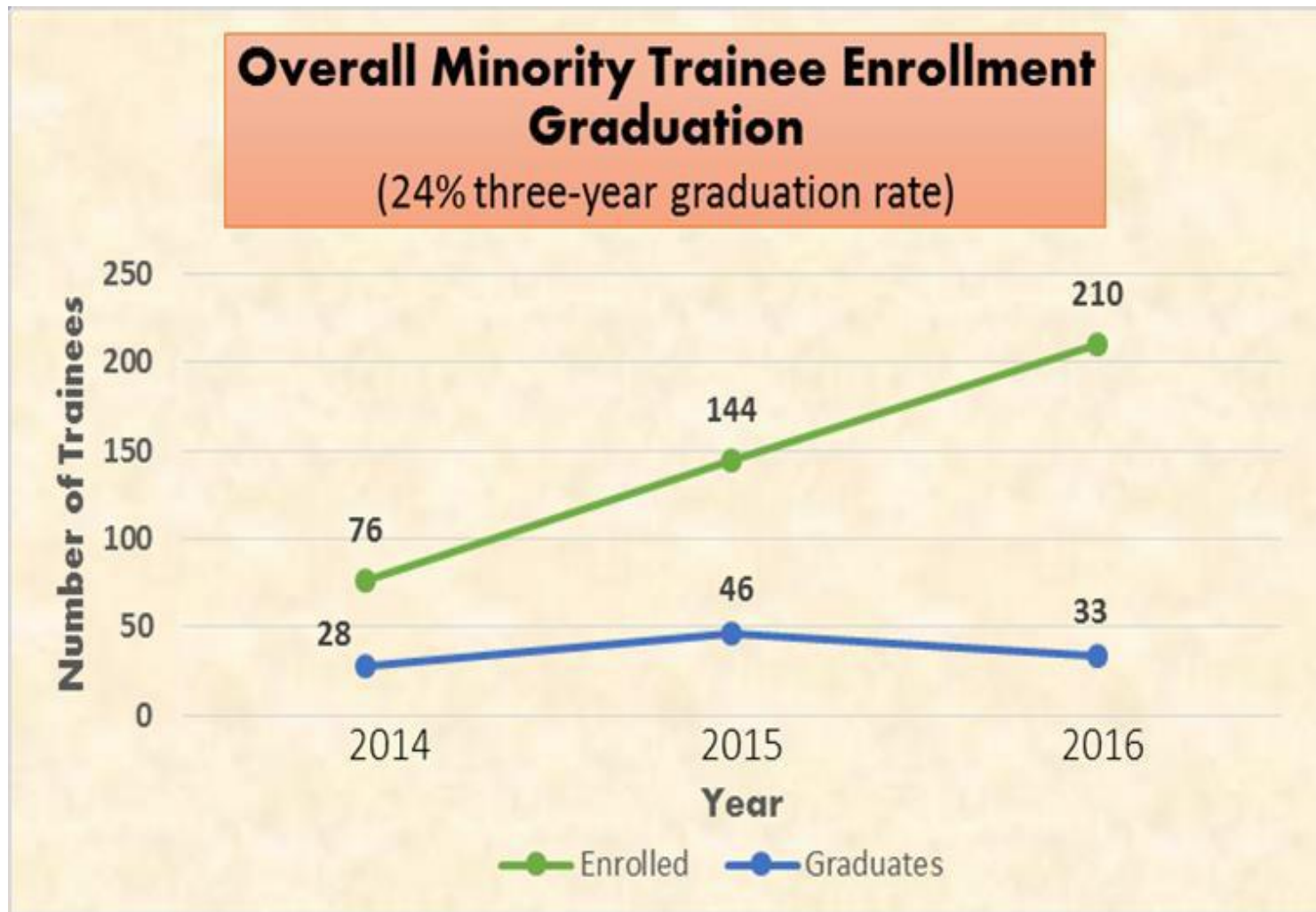
On-the-Job Training (OJT) Program

Recruit. Train. Retain. Grow.

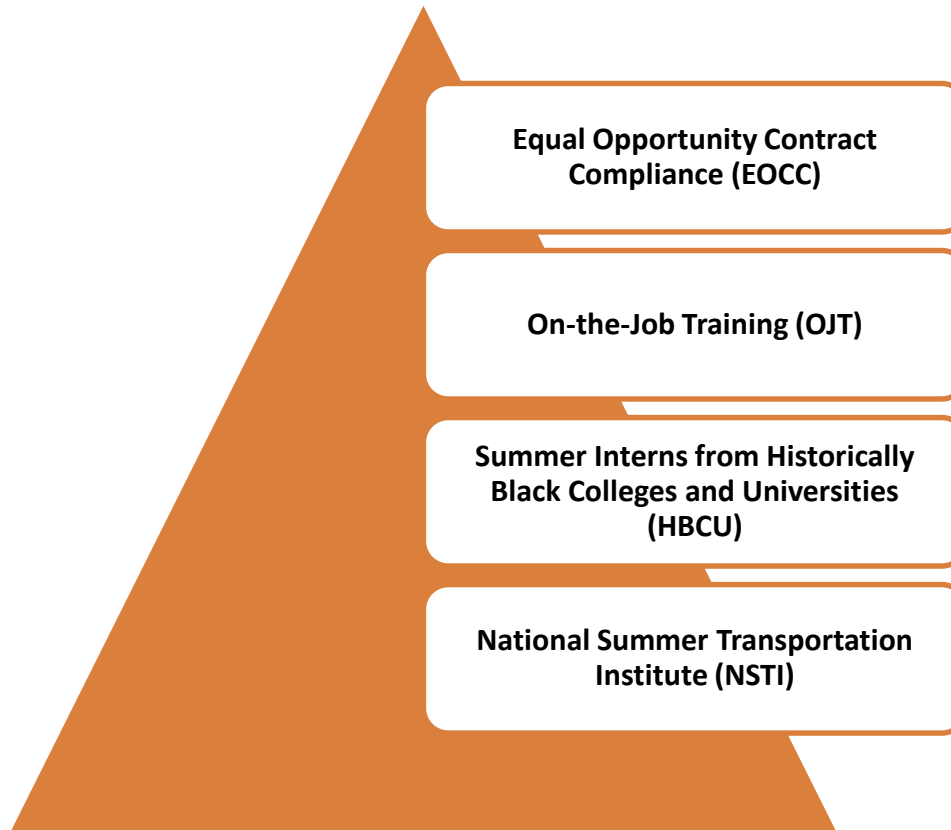
2018 Goals

- (4) High school trade academies throughout the state to touch over 2,000 students
- Develop HBCUs apprenticeship starting with WSSU to move students beyond journeyman
- Construction trade academies to touch over 600 trainees:
 - Charlotte
 - Warren County
 - Fayetteville
 - Rocky Mount
 - Morganton
 - Pitt County
 - Asheville
 - Triangle

Goal is to move trainees beyond attendance to graduation and job placement.



Equitable Employment Solutions



OCR Support Services

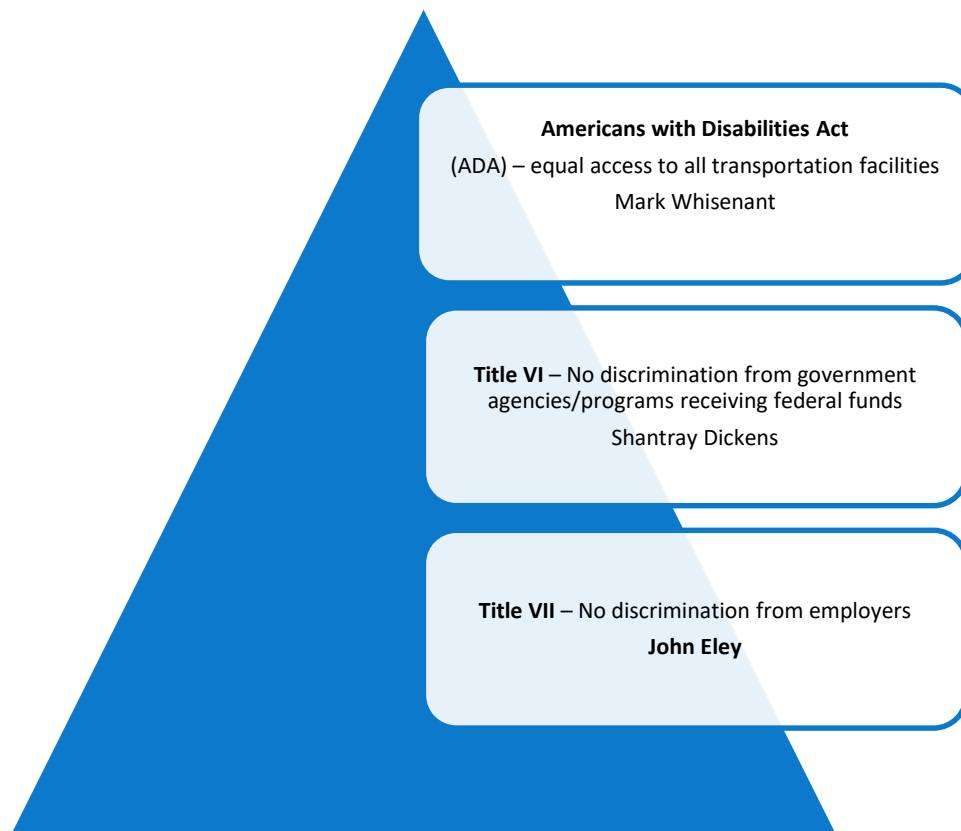
- Utilization and Compliance
 - Adrian Atkinson,
 - Manager Utilization & Compliance
 - 5 Compliance Officers (Case Management)
- Work Force Development
 - Michael Gerald, OJT Manager
 - Betsey Bailey, AGC Program Manager
- HBCU
 - Al Austin, HBCU Director
 - Joanna McCoy, Program Coordinator
- BOWD
 - Lisa Wilson, Lead
 - Bonnie Robinson, Construction Program
 - Lisa Horton, Aviation

Education Initiatives Program

- National Summer Transportation Institute
- HBCU Internship Program
- Coordination of K-12 volunteers
- Wake Ed Partnership STEM Program



Equal Access



ONGOING STRATEGIES FOR BUSINESS OPPORTUNITY WORKFORCE DEVELOPMENT (BOWD)

- Align **Industry Days** with **Opportunity Forecasts** to recruit DBE, SBE and SPSF firms.
- **Strategic enrollment** of firms in Business Development Program (BDP and BOWD).
- **Reinstate industry relevant trainings** such as MEEI, foundational courses.
- Technology to support **vendor relationship management and certification processing**. SAP/CRM System Implementation Summer 2018
- Strategically source networking opportunities based on **GIS mapping of projects and marketplace data points**.

Contact Us

Office of Civil Rights

Main : (919) 508-1886

Website: www.ncdot.gov

Thank you!

Michael Gerald

OJT Program Manager